



COMPENSATION FLASH

T-Mobile

2025 Partner Generated Incremental Incentive Spiff

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| Participation Type | National Direct and National Distribution Partners |
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| Market Participation | Target Customers as Communicated by T-Mobile |
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| Period Offered | May 1, 2025 – December 31, 2025 |
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| Product Type for Payment | Spiff Amount | Charge Back Amount / Period |
|---|---------------|------------------------------|
| Partner Generated or Partner Facilitated Voice Activations with MRC \$20 or higher. Target Customers only | 6 X Total MRC | SPIFF Amount Paid / 120 Days |
| Partner Generated or Partner Facilitated High Speed Internet Activations with MRC \$20 or higher. Target Customers only | 5 X Total MRC | SPIFF Amount Paid / 120 Days |
| Partner Generated or Partner Facilitated Mobile Internet Activations with MRC \$20 or higher. Target Customers only | 4 X Total MRC | SPIFF Amount Paid / 120 Days |

Business Rules

The terms and conditions of your T-Mobile for Business National Distribution Agreement or T-Mobile for Business National Direct Agreement apply to this Spiff. Capitalized terms not otherwise defined have the meaning specified in your Agreement.

- IoT Control Center Activations and Federal Government Activations are excluded.
- Direct to Business Sales Activations are ineligible.
- Partner means Distributor as defined in your Agreement.
- A Partner Teaming Program number for an approved Partner Generated Opportunity is required.
- Partner must submit funnels to claim activations completed in the Activation month. Partner funnel submissions for Partner Teaming Activations must be submitted during the month of Activation or within 2 months after the month of Activation.
- Spiff is calculated using the Eligible Rate Plan Total MRC less any applicable discounts. Total MRC for Mobile Internet Rate Plans is less the voice line pairing discount.
- Partner provided non-stock devices and T-Mobile devices provided as part of a Partner Generated Opportunity are eligible. Partner may not use T-Mobile Implementation Resources or suppliers for staging & kitting of non-stock devices.
- Lines of Service moved to suspend status within the same calendar month of the Activation Date ("Temporary Suspend") will use the date the line of Service is removed from Temporary Suspend for calculation of the Spiff. Unless otherwise noted, the line of Service must be removed from Temporary Suspend during the Period Offered to be eligible for this Spiff.
- Accessories and ineligible devices are excluded. Refer to the Requirements document on the Partner Portal.
- Only one Partner can be compensated per deal (no splits between Partners).
- Partner will ensure and T-Mobile has the right to validate that the Partner Teaming Offering was provided to the Subscriber. T-Mobile is not required to pay Compensation, or may Charge Back Compensation paid to Partner if the Partner Teaming Offering was not provided.
- This Spiff is incremental to the Partner Teaming Activation Spiff and cannot be combined with any other SPIFF.
- Refer to Exhibit A in your Agreement for commissions reconciliation and timing. Route Commissions Disputes to your NAM/CAM and Compensation Analyst for evaluation. Attach the original Partner Teaming approval email for all Commissions Disputes.
- This Spiff is subject to cancellation upon 30 days prior notice, which may be delivered by Flash or other electronic means. The business rules are subject to change at any time upon notice, which may be delivered by Flash or other electronic means.
- Deal registrations for Target Customer opportunities are valid for 60 days.
- This SPIFF replaces the MidMarket Incentive Incremental SPIFF.

Supplemental Definitions:

- Approved Software. Any named software and/or license not sold or billed directly by T-Mobile.
- Partner Facilitated Opportunity. A government opportunity submitted by Distributor, or an approved Sub-Agent, in the Partner Portal and pre-approved by T-Mobile and assigned a Partner Teaming Program number.
- Partner Generated Opportunity. A Partner Teaming Program sales opportunity submitted by Distributor, or an approved Sub-Agent, in the Partner Portal and assigned to a T-Mobile representative for the sale of Wireless Service.
- Partner Teaming Activation. Any Activation that resulted from a TFB Direct Led Opportunity or Partner Generated Opportunity.
- Partner Teaming Offering. All software, applications and related maintenance, Equipment or other services or offerings by Distributor to its customers excluding Wireless Service.



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- Partner Teaming Program. Sales motion where an approved Sub-Agent works jointly with Distributor and T-Mobile to provide T-Mobile Service and a Sub-Agent's Partner Teaming Offering to a T-Mobile Subscriber.
- Target Customer. A company or governmental entity included on the list provided by T-Mobile.

CAP IDs:

PARTNER - PG VOICE BOUNTY

PARTNER - PG VOICE BOUNTY ADDL

PARTNER - PG HSI BOUNTY

PARTNER - PG HSI BOUNTY ADDL

PARTNER - PG MI BOUNTY

PARTNER - PG MI BOUNTY ADDL